



U.S. AIR FORCE

MAJCOM Issues



CMSgt Mike Warner
HQ PACAF/CCF
Michael.Warner@hickam.af.mil
DSN 315-449-4546



U.S. AIR FORCE

Group Objective

- **Review issues submitted by MAJCOMs**
- **Make recommendations to CMSAF**
 - **To forward or not forward**
- **Provide feedback to MAJCOMs on recommendations**



U.S. AIR FORCE

Overview

MAJCOM Proposals

- **Define PME policies on medical profiles**
- **Create Standard Air Force Good Conduct Medal Certificate**
- **Republish Updated Air Force Core Values Book**
- **Allow Non-sponsors to Escort Minor Dependents on Space Available Flights**
- **Provide Guidance in AFI 36-2903 on Contact Lenses**
- **Review and Revise when Initial Enlistment Bonus is Issued**
- **Expand Tuition Assistance to cover Foreign Language/Cultural Courses for those already possessing BA or Higher Degree**



U.S. AIR FORCE

MAJCOM Proposals cont...

- **Define in Air Force Guidance Deployment Availability for New Mothers**
- **Allow First Sergeants to Sign AF Form 1408/DD Form 3545**
- **Expand PTDY Authorization for Official Functions**
- **Review/Revise TLF Costs in Relation to TLA/E during PCS**
- **Allow PTDY for Paternity Leave**
- **Create First Sergeant Occupational Badge**



U.S. AIR FORCE

Overview

Recommended Proposals

- ❖ **Create Standard Air Force Good Conduct Medal Certificate**
- ❖ **Republish Updated Air Force Core Values Book**
- ❖ **Expand Tuition Assistance to cover Foreign Language for those already possessing BA or Higher Degree**
- ❖ **Define in Air Force Guidance Deployment Availability for New Mothers**
- ❖ **Allow First Sergeants to Sign AF Form 1408/DD Form 3545**
- ❖ **Expand PTDY Authorization for Official Functions**
- ❖ **Allow PTDY for Paternity Leave**



- ❖ **ISSUE: Create Standard Air Force Good Conduct Medal Certificate**
- ❖ **DISCUSSION:**
 - ❖ **No standard certificate for Good Conduct Medal exists...shirts use what they create, if any, to present the troop on initial issue of Good Conduct Medal**
 - ❖ **Standard certificate would increase visibility and reemphasize importance of formal/public recognition of Good Conduct Medal Presentation**
 - ❖ **Standard certificate would provide equity among troops in recognition for 3 years of honorable service**
- ❖ **RECOMMENDATION: Create standard Good Conduct Medal certificate that mirrors format used for AFAM, AFCM, MSM. Orderly rooms can produce, Unit CC would be approving authority and signing authority on certificate**



- ❖ **ISSUE: Republish Updated Air Force Core Values Book**
- ❖ **DISCUSSION:**
 - ❖ **Pocket sized AF core values book is no longer available through PDS for order...only option is electronic version**
 - ❖ **Electronic version is not as useful as small book that can be carried by troops in pocket**
 - ❖ **Absence of this book creates misconception that our core values have become outdated advertising slogan and are no longer vital to our central beliefs as a military service**
- ❖ **RECOMMENDATION: Reproduce Air Force core values book in the pocket sized version, allowing units option to order and provide all AF professionals this excellent product. Additionally, reproduce and provide again the pocket-sized AFI 36-2618 "Enlisted Force Structure"**



- ❖ **ISSUE: Expand Tuition Assistance to cover Foreign Language for those already possessing BA or Higher Degree**
- ❖ **DISCUSSION:**
 - ❖ **Current AFI guidance does not allow enlisted personnel who possess BA or higher degree the option to use tuition assistance for foreign language/cultural courses**
 - ❖ **Foreign language courses can be extremely beneficial to those serving overseas, and in meeting the needs of the Air Force for/during deployments, TDYs, special assignments**
 - ❖ **Inequity exists between officers and enlisted, as officers have the option to use TA provided they take the language proficiency exam following course completion**
- ❖ **RECOMMENDATION: Change AFI 36-2306 to allow enlisted members who possess a BA or higher to use TA for foreign language courses provided they take the language proficiency exam following course completion**



- ❖ **ISSUE: Define in Air Force Guidance Deployment Availability for New Mothers**
- ❖ **DISCUSSION:**
 - ❖ **Current Air Force Instructions do not address the deployment availability for a new mother**
 - ❖ **IAW AFI 36-2908, a new mother, if applicable, are required to have a family care plan within 30 days of birth...implying they are fair game for deployment**
 - ❖ **DoD Instruction 1342.19 Family Care Plan stated military mothers shall receive a 4-month deferment from duty away from home station immediately following the birth of a child**
 - ❖ **Normally, we don't refer to DoD guidance, as we normally follow AFIs**
- ❖ **RECOMMENDATION: Incorporate the DoD guidance into Air Force Instructions**



U.S. AIR FORCE

Issue # 5

- ❖ **ISSUE: Allow First Sergeants to Sign AF Form 1408/DD Form 3545**
- ❖ **DISCUSSION:**
 - ❖ **First Sergeants used to have the authority to sign for action completed on AF Form 1408 “Armed Forces Traffic Ticket” and DD Form 3545 “Incident Report”**
 - ❖ **New revision of AFI 31-201V7 states that First Sergeants can complete the administrative process on these forms, but they cannot sign for action completed...only the commander can sign and cannot delegate to First Sergeants**
 - ❖ **Most First Sergeants work these issues, keeping the commander informed and involved. CC should have power to delegate this administrative function**
 - ❖ **OSI still allows First Sergeants to sign for action completed on OSI reports**
- ❖ **RECOMMENDATION: Change AFI 31-201V7 to allow CC the authority to delegate authority to the First Sergeant to sign for action completed on AF Form 1408, DD Form 3545**



- ❖ **ISSUE: Expand PTDY Authorization for Official Functions**
- ❖ **DISCUSSION:**
 - ❖ No permission exists to allow PTDY (other than immediate supervisor/designated rep) for AF members to attend official Air Force Functions (graduations/ceremonies, promotion ceremonies, etc...)
 - ❖ No provision for others such as military friends, family (military spouse, child) to attend official functions under PTDY
 - ❖ Allowing friends and family to attend these very important functions would be positive impact on morale
 - ❖ Could help retention
- ❖ **RECOMMENDATION: Add rule to AFI 36-3003, giving unit CC's authority to approve up to 5 days PTDY for active duty members to attend official ceremonies of immediate family (spouse, child, parent or coworkers for PME graduations, promotion ceremonies, award banquets, etc...)**



U.S. AIR FORCE

Issue # 7

- ❖ **ISSUE: Allow PTDY for Paternity Leave**
- ❖ **DISCUSSION:**
 - ❖ **Currently no provision exists authorizing CC to grant active duty fathers paternity leave (more than 4 days) after birth of his child**
 - ❖ **IAW Family and Medical Leave Act 1993, employers are required to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for certain family and medical reasons. This leave can be granted to care for employees child after birth or for placement for adoption of foster care**
 - ❖ **Authorizing time off for active duty fathers immediately after birth would allow them to bond with new child just as mother does, would allow father to get his affairs in order, and would give father ability to care for mom and baby during recovery time**
- ❖ **RECOMMENDATION: Add rule to AFI 36-3003, giving unit CC's authority to allow up to 14 days PTDY for paternity leave directly following delivery**



U.S. AIR FORCE

Remaining Issues

- ❖ **Remaining issues were not recommended for further action or are recommended to be sent back to original MAJCOM for additional information/data, further clarification/support, and/or actual examples**



U.S. AIR FORCE

Suggestions for future issues

- ❖ **Use the applicable routes for working issues before forwarding to world wide First Sergeant's conference**
 - ❖ **Example: Uniform issues should be addressed through Air Force Uniform Board vs. World Wide First Sergeant Conference**
- ❖ **Do detailed homework**
 - ❖ **Research not only the AFI that address the issue, but the overarching DoD Guidance...example, changing an AFI that would go against the JFTR. If there is guidance at Joint/DoD level, will need to show why this is the right thing to do for all the military components**
- ❖ **Provide facts, figures, data to support the issue**
 - ❖ **There is no time to work those details at the conference, without the data the issue will most likely not be supported at AF level**
- ❖ **Contact, if applicable, AF or DoD OPR for their take on the issue**
- ❖ **Provide real example of case(s) driving the issue to clarify why the issue is important**



Summary

- ❖ **Seven were recommended to go forward**
 - ❖ **Create Standard Air Force Good Conduct Medal Certificate**
 - ❖ **Republish Updated Air Force Core Values Book**
 - ❖ **Expand Tuition Assistance to cover Foreign Language for those already possessing BA or Higher Degree**
 - ❖ **Define in Air Force Guidance Deployment Availability for New Mothers**
 - ❖ **Allow First Sergeants to Sign AF Form 1408/DD Form 3545**
 - ❖ **Expand PTDY Authorization for Official Functions**
 - ❖ **Allow PTDY for Paternity Leave**

- ❖ **Feedback will be provided to MAJCOMs on all issues**



U.S. AIR FORCE

■ Questions / Comments

